

President & CEO Marian House

Marian House is a holistic, healing community providing housing and wraparound support services to women and their families in Baltimore. Its mission is to offer a safe and loving environment that challenges women to confront emotional and socioeconomic barriers, build on their strengths, and create stable, productive lives.

Founded in 1982 by the Sisters of Mercy and the School Sisters of Notre Dame, Marian House was created to support women leaving the Baltimore City Women's Detention Center with nowhere to turn. Today, Marian House serves approximately 120 women and 40 children each year through a three-level continuum of care that includes transitional housing, independent living with family reunification support, and permanent supportive housing. Through trauma-informed case management, employment assistance, education, and wraparound services, Marian House empowers women to achieve long-term stability and independence. Learn more at marianhouse.org.

The next President & CEO will lead Marian House into its next chapter of impact, building upon a strong reputation, a committed leadership team, and a CARF-accredited continuum-of-care model. Reporting to the Board of Directors, the CEO will provide strategic leadership, oversee organizational operations, and serve as Marian House's chief ambassador and fundraiser.

This leader will guide efforts to strengthen financial sustainability, modernize internal systems and operational infrastructure, deepen philanthropic investment, and elevate Marian House's role within Baltimore's affordable housing, reentry, and social services ecosystem.

The CEO supervises six direct reports and will cultivate alignment across the leadership team while fostering a culture of dignity, trust, collaboration, and accountability.

Key Responsibilities:

Vision, Strategy, and Organizational Leadership

- Articulate and implement a compelling strategic vision in partnership with the Board of Directors.
- Translate long-term goals into measurable priorities, budgets, and operational plans.
- Align organizational structure, staffing, and systems to ensure high-quality, trauma-informed services.

Fundraising and Financial Stewardship

- Lead fundraising efforts and model a culture of philanthropy across the organization.
- Cultivate and steward major donors, institutional funders, and philanthropic partners.
- Ensure strong financial management and diversified revenue streams across philanthropy, government funding, and other sources.

External Relations, Advocacy, and Community Engagement

- Serve as Marian House's primary spokesperson and ambassador across Baltimore.
- Build strong partnerships with community leaders, government officials, and mission-aligned organizations.
- Advance advocacy and collaboration to support housing stability and reentry services for women and families.

Program Excellence and Impact

- Ensure Marian House's continuum of care remains a model for trauma-informed, dignity-centered services.
- Strengthen systems for measuring outcomes and improving program effectiveness.
- Maintain CARF accreditation standards and lead the organization through accreditation review cycles, using the process as an opportunity for continuous quality improvement.

Staff Leadership and Organizational Culture

- Lead, mentor, and support a values-driven team committed to Marian House's mission.
- Cultivate a collaborative and supportive workplace culture that reflects Marian House's core values of dignity, trust, and integrity — and that extends trauma-informed principles to the staff experience as well as the client experience.

Experience, Skills, and Qualities

Marian House seeks a leader deeply committed to advancing stability, healing, and opportunity for women and families experiencing housing instability.

- At least seven years of progressive leadership experience in a nonprofit or mission-driven organization.
- Strong strategic leadership and operational management experience.
- Demonstrated success translating vision into measurable goals and outcomes.
- Proven experience supervising senior leaders and building cohesive teams.
- Demonstrated commitment to equity, inclusion, and trauma-informed practice.
- Experience working closely with nonprofit boards and supporting strong governance.
- Exceptional relationship-building and communication skills.
- Experience in fundraising and cultivating philanthropic partnerships.
- Emotional intelligence and the ability to lead with empathy and respect.
- Knowledge of affordable housing, human services, or reentry programs preferred.

Compensation

The salary range for this position is \$160,000 to \$170,000, commensurate with experience. Marian House offers a competitive benefits package including health coverage, retirement benefits, and paid time off.

Location

Marian House is located in Baltimore, Maryland. The CEO is expected to maintain a strong in-person presence with staff, residents, and community partners throughout the Baltimore region.

Application Process

Marian House has retained the services of Good Insight, a national executive search firm that exclusively serves the nonprofit sector. Interested applicants should submit a PDF resume and a cover letter that describes their interest in and qualifications for this role. Direct confidential inquiries to Kate Dykgraaf at MarianHouse@good-insight.org. View the full job description and upload application materials at good-insight.org/careers by mid-April.

Equal Opportunity Employer

Marian House is an equal opportunity employer.